

Internship report
On
Developing entrepreneurship in handloom business



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SUB: Presenting internship report on developing entrepreneurship in handloom business by ICSE project.

Dear Sir,

I am gratified submitting my internship report on developing entrepreneurship in handloom business. It gave me a glimpse of knowledge about how to encourage entrepreneurship in our country. I would also thank you for giving me the opportunity to work on an interesting and significant topic.

Sincerely yours,

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Acknowledgement

At the very beginning I acknowledge the immeasurable blessing and profound kindness of “Almighty Allah”- the supreme authority of the universe.

The effectual completion of this report may not be possible without cooperation of some person whose inspiration and proper dictation make it happen. First of all I want to thank my faculty advisor Saif Hossain for helping me completing my report on women and youth entrepreneur development program, ICSE project.

I will also like to thank Mahbubur Rahman, Project manager, VSO-Bangladesh, Tangina Mehenaz, Project support Co-coordinator, VSO-Bangladesh, Manpong Mro, Project Officer, VSO-Bangladesh, Arun Kanti Chakma, Executive Director, Assistance for the Livelihood of the Origins (ALO), my two team leaders Jordan Friedman and Chaity Afrose and lastly my whole ICSE CHT team of this project.

This project paper is one of the greatest additions to my knowledge and wonderful experience.

Finally, I am pleased to complete the project paper on the given subject properly and authentically.

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Executive summary:

Voluntary Service Overseas (VSO) is a UK leading development organization work in 33 nations in the world, help more than 9 million people. International Citizen Service (ICS) is a UK leading volunteer placement organization worked with VSO around the world. VSO ICS initiate new program called ICSE(international citizen service and entrepreneurship). The aim of this program is to create a sustainable business model in a rural area. In Bangladesh VSO ICS Entrepreneur works in two region – North-West: Rangpur and CHT: Khagrachori. It's a one year project divided by three cycle. Already 1st cycle ended in January, 2015. Second cycle completed on April 19th, 2015. This report consist of activities ofkhagrachari, CHT, cycle-2. At the very beginning of this report consist of about VSO, Global VSO activities, their objective, vision, mission values, about ICS and ICSE, VSO Bangladesh activities, about the partner NGO- ALO(assistance for livelihood organization).The second part of this report contain the specification of jobs , aspects of project objective of ICSE cycle 2, challenges we faced in field and the facts that we consider to accomplish the project's goal. And the third part describes objective of this report, background, about methodology used in this report, challenges etc. Third part of this report about the activities of 2nd cycle CHT. How thetouch finish line with details.

ABOUT



INTRODUCTION

VSO is one of the world's leading global development association that works through volunteers to reduce poverty. VSO work in 33 nations on the world, helping more than 9 million individuals. VSO do this development in the under develop countries with the help of volunteers also engage national volunteers and local development partner to fight against the poverty. VSO believe when people step forward and work together a positive sustainable change can happen.

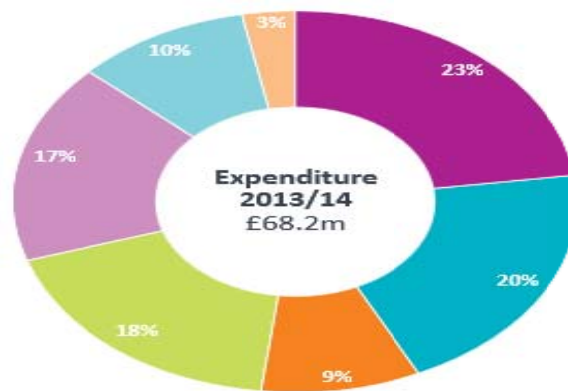


VSO concentrates on four measurements of progress – conditions that will empower people to understand their maximum capacity and get to be dynamic and equivalent members of development:

1. Enhancing disadvantaged people's access to quality service especially in education and nutrition.
2. Ensuring strategies reflect poor people's requirements and importance.
3. Reinforcing civil society and advancing dynamic citizenship.
4. Expanding disadvantage people's access and participation in businesses.



- Strategic grant from DFID
- Other governmental income
- Other charitable organisations
- Individuals
- Companies
- Trusts and foundations
- Other grants and donations
- Events and community



- Education
- Health, HIV and AIDS
- Participation and governance
- Secure livelihoods
- Grants to ICS consortium partners
- Costs of generating funds
- Governance costs

VSO work:

Recruitment countries:

China, India, Indonesia, Ireland, Kenya, the Netherlands, Philippines, South Africa, Sri Lanka, Uganda, UK.

Programed countries:

Bangladesh, Burkina Faso, Cambodia, China, Cameroon, Ethiopia, Gambia, Ghana, India, Indonesia, Kenya, Laos, Lesotho, Malawi, Mongolia, Mozambique, Myanmar, Nepal, Nigeria, Pakistan, Papua New Guinea, Philippines, Rwanda, Sierra Leone, South Africa, South Sudan, Tajikistan, Tanzania, Thailand, Uganda, Vanuatu, Zambia and Zimbabwe.



VISION: A world without poverty.

MISION: VSO brings people together to fight poverty.

VALUES:

- People are the best agents of change.
- Knowledge is our most effective tool.
- Development is possible through cooperating.
- By thinking globally, we can transform the world.

INTERNATIONAL CITIZEN SERVICE (ICS):

International Citizen Service (ICS) is the UK leading international volunteering program young people age 18-25 volunteered for abroad. ICS bring volunteer together for fight against poverty, UK volunteer team up with national and local volunteer for sustainable change in underdeveloped country.



ICS funded by Department for International Development (DFID) now UK AID, supported by VSO and local partner organization. All the in country projects run by the partner organization with support of In Country Volunteer (ICV) and UK volunteer of ICS. The main objective of ICS program is to –

- ✓ Project effect overseas
- ✓ Volunteer personal improvement
- ✓ Active citizens in the UK and overseas

INTERNATIONAL CITIZEN SERVICE ENTREPRENEURSHIP:

In March 2014 Justine Greening, Secretary of State for International Development, joined VSO started a new program called International Citizen Service: ICS Entrepreneur program. The main objective of this program is to help to start a small business in underdeveloped local community. The young people with business knowledge and aptitude volunteered for this program along with ICV. ICS Entrepreneur volunteers together share idea and views to make a sustainable business plan that impact on community and help local people financially.

Volunteers will spend 10-12 weeks in a group of 6 volunteers from the UK and 6 from national, supported by two team leaders, one from the UK and one from the designated country.

VSO BANGLADESH:

In 1963 VSO start their journey in Bangladesh with the strategy of, if poverty is to be reduced in Bangladesh, it is necessary that the poor-disadvantage people themselves work together to fight against poverty.

Organizational chart:

A group of young, energetic and enthusiastic working personnel consist VSO management.



VSO organogram



THE PROJECT



VSO ICSE- CHT (khabangparia, Khagrachari) CYCLE 2:

I had started my journey from 25th January of 2015 along with eleven other National volunteer and UK volunteers. Our work was to continue the work where the first cycle had left. At pre-placement training I chose to go Khagrachari for my project. Considering the underdeveloped fact make me go to khagrachari and I feel if I do something for them through This ICSE program with my academic understanding and talent it would be glad for me. Through this program I challenged myself in very remote area of Bangladesh for them as well. In this enterprise program I cultured how to start a new life, how to cope up with different environment and also how a business could start from very root level.

Division- Chittagong hill tracks

District-Khagrachari

Thana – khagrachari

Village – 1.khabangparia 2. giriphul

Business – Handloom Business

Key Facts –

- Most of them can make clothing by hand loom and waist loom
- The main source of income is manual day labor
- Lacking in designing the product
- Less power supply compare to city area
- Purchasing raw materials cost is very high

TEAM MEMBERS:

For the 2nd cycle of ICSE there was total 10 member group forkhagrachari. Among of them two team leaders- one UK and one National. My team mates are

1. Jordan friedman –UK team leader
2. DilafrozjahanChaity- National team leader
3. Rachel rafter- UK volunteer
4. shahazahanSazid- In country volunteer
5. Emma padfield-UK volunteer
6. Homayedishaque moon-In country volunteer
7. Kym white -UK volunteer
8. Masharilhasan-In country volunteer
9. Alex whidefield-UK volunteer
10. Anikatabassumrasha-In country volunteer

Objective of 2nd Cycle:

CHT- khagrachari, cycle-2 team were required to provide training to develop worker's skill, which was basically the main objective. We think skills depend on knowledge, encouragement, and involvement in society. So, to make a fruit full training period and considering project's other activities we set some action plan.

1. Recruiting 30 Production worker
2. Train them to develop skills and of Production worker and entrepreneur.
3. Finalize 12 Production workers.
4. Market demand assessment.
5. Build production Centre.
6. Organize at least two CAD (community action day).
7. Organize ACD (action citizenship day).

Challenges and Learning:

During the internship period I faced some challenges which interrupted the work flow but as team we always overcome those challenges and that was the part of learning in new community with different people. –

Involvement of youth clubs in the project.

- ✓ Giving more responsibilities.
- ✓ Include them in meetings.
- ✓ Make them a part of the purchase committee.

Minor communication gap within teams and community.

- ✓ Weekly team meetings.
- ✓ All the information through team leaders

Living in a community with different values.

- ✓ Interacting with the community people more.
- ✓ Learn about the values, culture and traditions.

Hartals/Strikes

- ✓ Spoke with VSOB reference procedures.
- ✓ ICVs led on external activities.
- ✓ Contingency plans.

Language Barrier

- ✓ UK Volunteers learned Bangla.
- ✓ In country volunteers translated.
- ✓ Chakma people cannot speak Bangla even

Aspects of the project

Enterprise Training and Coaching -

- Provide training on enterprise development to entrepreneur.
- On the job skill development training on improved quality product.
- Identification and Support of successful business people to act as mentors.
- Identifying successful business people and cooperatives.
- Create linkage building with successful business people and cooperative.
- Engage them as mentor.

Enterprise Development & Testing –

- Production starts up
- Quality monitoring by mentor/buyer
- Marketing

Enterprise Financing –

- Identify micro finance institution.
- Negotiation for financing
- Scale up plan preparation

Budget of ICS Entrepreneur:

- ✓ Total - 1, 26, 90,268 BDT for Three Cycle.
- ✓ Per cycle - 42, 30,089.33 BDT
- ✓ Each Region per cycle Budget – 21, 15, 044.66 BDT

ICSE-cycle2, khagrachari, CHT

Summary:

VSO ICSE (international citizenship service and entrepreneurship) is such a program that was designed to help remote area people by developing entrepreneurship through their local business. As a part of ICSE, CHT area was decided to cover under this project. Handloom business might be a emerging business division in khagrachari , and also has a huge prospects in country and whole world as well. Though VSO work with volunteer to encourage leadership , including local volunteer , integrating with community and understanding the communities values and norms are highly appreciable. This project get a typical combination of Bangladeshi in country volunteer, khagrachari local volunteer and UK volunteer. This project has done by the combination of all volunteers effort and support. Accomplishing the goal of this project was a little tough due to shortage of time while the team had done successful job. Encouraging entrepreneurship, developing leadership skills, improve working knowledge and skills, women empowerment, reduce unemployment were the main concern of this cycle. And we touch the finish line of this journey very pleasantly.

FOUNDATION OF THE REPORT:

Completing the BBA course required an internship program from each and every student at final stage and for that consequence I also did complete my internship to conclude my BBA course. The duration of the internship period was 3 months but I worked there another 3 months. Internship program is such a way where students get a chance to work with a professional environment. Also it's a great opportunity for students to understand the real company activities and also observe the actual job environment. The knowledge gained from the intern period help a student to understand the professional environment and also to make a student enough competent for future career. For that I was started my internship program in International Citizen Service Entrepreneur (ICSE) program systematized by Voluntary Service Overseas (VSO) supported by UK AID in CHT, village- khabangparia, district: khagrachari, Bangladesh. MY placement was from February 3, 2015 to April 19,2015.

BACKGROUND OF THE REPORT:

Working in a development sector was very good experience, because after gaining knowledge from the theoretical part it's a very good experience in field. There I understand the practical knowledge in very authentic way. I worked there as In Country Volunteer (ICV) along with other national volunteer and UK volunteer in khabangparia Village khagrachari. As an ICV, I helped local community to start a business.

IMPLICATION OF THE STUDY:

As a student I learned root level business development process throughout this project. Also learned about development sector of our country, contribution of international aid, international donation and policy. In a cross-cultural working condition I gained knowledge from UK volunteers as well as they also learned about Bangladesh. This report also helped those who are interested to know about development sector and VSO ICSE project.

OBJECTIVE OF THE REPORT

Main objective:

Understanding entrepreneurship and how to develop entrepreneurship in hand loom business in remote area of Bangladesh.

Specific objective:

- ✓ Gathering experience and knowledge about development sector of Bangladesh.
- ✓ Understanding the International project based work.
- ✓ To understand the handloom business and future scope in Chittagong hill areas.

METHODOLOGY:

The report is vivid in nature. To prepare a report collecting data is very important. The information was collected from both main and secondary sources of data. Regarding the information required was collected within the ICSE team and VSO members.

Primary Data –

- ✓ In Country Orientation (ICO) training day.
- ✓ Practical knowledge from the field.
- ✓ Team leaders
- ✓ Respective officers of VSO Bangladesh

Secondary Data-

- ✓ VSO ICSE volunteer handbook.
- ✓ Annual report of VSO 2014
- ✓ Online data from VSO, ICS website.
- ✓ Handbook from local partner NGO.

Limitations:

- Not enough data about handloom and waist loom work in website and newspaper.
- This is the first time ICSE project has been introduced; everything has done by field experience.
- No expertise analysis involvement because each and every project and cycle is different.

Achievement of 1st Cycle:

In the first cycle of CHT-Khagrachari start the main program of ICSE where their achievements are:

- Done baseline survey of khabangparia and giriphul Village.
- Selected two entrepreneur
- Planned possible handloom product through market survey



ItikhishachakmaUdoychakma

REVIEW OF 1ST CYCLE ACTIVITIES

In the beginning of our placement, 1st cycle group members share their activities that they have done in their cycle. So, in our first week we devote our time to read their document, understand their activities and tried to find out the gap in the work. After one week we found out –

- Need to do a market research to find out the possible product pricing, costing and demand.
- Re-establish the relation between the partner NGO and two youth club –young star Club, khabangparia& Hill star Club,Giriphul as there was some confusion between our partners & ICSE volunteers in 1st cycle.
- Involve community persons more to our activities because community involvement is one of the parameter of our project.

PROJECT ACTIVITIES



Project activities ICSE, cycle-2, khagrachari, CHT

Recruiting Production workers:

From the very beginning of cycle-2 our first task was to thirty workers from these two villages. Though only twelve will get chance to be ultimate worker but other 18 worker at least could use their skill and leanings individually if they really wish.

We took one month to complete whole recruiting process. It was day long conversation with worker group. Some time we also include entrepreneur and sometime we did not. There was an interesting thing people get worried if the hard like they got an interview. It was very scary thing for them. Taking interview was good experience for me.



We categorize worker in three different conducts. Those are

1. Handloom worker
2. Waist loom worker and
3. Tailor

In khabangparia and giriphul village we found people can make clothing through waist loom by born even it is very tricky and tough indeed. But some of them especially young women cannot make those very fast as like other older women. Besides of this handloom is such a artificial way to produce clothing and it is very fast processing compare to waist loom. And to make them complete we also need some tailor. Then we decided to select women worker based on their skills, experiences and interest on working area. We took two phase of interview to select them for skill training.

Interview Questionnaire

Respondent	Age	Gender	Marital Status	Education	Occupation	Duration of Training	Cost of Training	Benefit of Training	Recommendation
1	35	Female	Married	High School	Handloom Weaving	2 months	10000	Increased production	Yes
2	40	Female	Married	High School	Handloom Weaving	2 months	10000	Increased production	Yes
3	38	Female	Married	High School	Handloom Weaving	2 months	10000	Increased production	Yes
4	32	Female	Married	High School	Handloom Weaving	2 months	10000	Increased production	Yes
5	30	Female	Married	High School	Handloom Weaving	2 months	10000	Increased production	Yes
6	35	Female	Married	High School	Handloom Weaving	2 months	10000	Increased production	Yes
7	38	Female	Married	High School	Handloom Weaving	2 months	10000	Increased production	Yes
8	35	Female	Married	High School	Handloom Weaving	2 months	10000	Increased production	Yes
9	32	Female	Married	High School	Handloom Weaving	2 months	10000	Increased production	Yes
10	30	Female	Married	High School	Handloom Weaving	2 months	10000	Increased production	Yes

Interview questionnaire asked to the possible worker

Training for developing skills and of Production

Our skill development training held in three different ways. We also include two entrepreneurs in training and skill development session.

Handloom training

- Duration: two months
- Trainers: BSCIC (Bangladesh small and Cottage Industries Corporation)
- Number of worker: 12



Waist loom training

- Duration: three weeks



Trainers: Recognized mentors from rangamati-Konikachakma
Number of worker: 10

Tailoring training:

Duration: two months

Trainers: BSCIC (Bangladesh small and Cottage Industries Corporation)

Number of worker: 8



Finalizing Production workers:

It was very difficult to select the best worker after two and half month. Because, we had to say good bye to some of them from the panel which was very tough. Everyone was very passionate to work under entrepreneur. Finalizing twelve workers was one of our main objectives in the project. That is why we have to choose best twelve workers. After conducting all the training session we choose best potential 12 workers based on their need, skills and experience. We use evolution from entrepreneur as they were in training session.

Final 12 worker list-

		Marking 1-10 (1=low 10=high)			Attitude and Work Ethic	Ability comments
		Work Ethic	Ability	TOTAL		
Waistloom	Alpona Chakma	7	8	15	Good	Very good
	Mitali Chakma	5	3	8	Doesn't listen to mentor, thinks she knows best	Bad. Needs to ask more questions to learn
	Sipra Chakma	6	6	12	Good	4th out of 6 workers
	Berosuji Chakma	7	6	13	Enthusiastic and good	Good ability
	Sneha Bala Chakma	8	7	15	Good interest to work, co-operative with mentor, asks when she doesn't know. Enthusiastic	If she continues, she could be very good
	Nona Chakma *	8	9	17	Very good	If she continues, she could be very good
Handloom	Alpona Chakma *	9	6 or 7	15 or 16	Very Good loves to try lots of interest	Good ability
	Rupali Kisha	8.5	5 or 6	13.5 or 14.5	She might have less talent than others, but she tries hard	So so
	Suma Chakma	7.5	4 or 5	10.5 or 11.5	Trying and good, enthusiastic to work	Good ability
	Jesmin Chakma	8	5 or 4	13 or 12	Trying and good,	Good ability
	Uttora Chakma	8	5 or 3	13 or 11	Trying and good	Good ability
	Doyamoki Chakma	8.5	2	10.5	Very very enthusiastic about work, doing great	If she continues to try her hardest, she could be good
Tailors	Pria	10	2	12		
	Jinia	10	6	16		
	Prihi	10	8	18		

Selection process through monitoring and analysis

Market demand assessment:

We also need to know the exact demand of certain type of product. Products we had found to be marketed.

We gather knowledge about the pricing and costing of above product which are currently for the market. I have shown the price and costing below.

Product	Revenue (per item)		Production Information		Revenue (per week)	
	Retail	Wholesale	Time to Produce (hours)	Produced per Week (8 hours, 5 days)	Retail	Wholesale
Penong Khadi (Cotton)	556	472	4	10	5,556	4,721
Three-piece	849	718	4	11	9,054	7,659
Punjabi	718	558	4	10	7,176	5,583
Fatua	444	372	4	10	4,439	3,718
Gamcha	122	107	2	20	2,432	2,143
Lungi	292	266	4	11	3,336	3,037
Small Bag	221	180	2	24	5,292	4,319
Big Bag	575	494	N/A	N/A	N/A	N/A
Bed Sheet	1,204	1,054	7	6	6,879	6,020
Maflar	183	160	4	10	1,831	1,597
Blanket	761	664	6	7	5,073	4,428
Duti	245	245	4	11	2,800	2,800
Fan	35	35	N/A	N/A	N/A	N/A
Window Cover	675	614	N/A	N/A	N/A	N/A

Product information and market research result

Aims of the market research:

Fill gaps of 1st cycle research.

Utilization of waste product

Enable entrepreneur to select product.

Process:

- Visited khagrachari bazar and rangamati
- 50 retail shops
- 4 production house
- Met with 5 successful entrepreneur
- BSCI

Here, pinong and khadi are most demanded products because of Chakma people's tradition. The interesting thing is pinong and khadi are required to be made by waist loom, which is a very slow process compared to handloom, though it ensures higher quality.

Build production Centre:

We had to build two production centres considering low cost, health issues and less transportation mileage. Our production centre was made by wooden structure. We had to ensure sanitary toilets and clean water for the workers as well. We established two production centres in two villages. We set 4 handloom machines, 1 waist loom and 1 tailor machine in each production center.

Community Integration



CAD (community action day):

Community action day(CAD) is such a way to develop community more concern and enthusiastic about work, employment and also to be self-motivated. Based on the project requirement we had to organize atleast two CAD in our placement area.

One was on goat rearing and another on pig and goat rearing. Apart from that we did also an young participation event which was a fantastic football match.

Goat rearing at giriphul

village:That CAD was held in Hill star club,giriphul village.It was announced that people will come to know about goat rearing. It was daylong session conducting by Dr. abdulMannan, district livestock officer, khagrachari. The participant number was around to fifty.



During that session we arrange some refreshment as well for all the participants and volunteers. Dr. mannan provided a very flourishing speech that made them encourage to involve in goat rearing project. Due to shortage of it was not possible to provide goat each and every person.So, we made four group and provide two goat for each group. After ending this cycle goat rearing will be monitored by ALO, partner NGO.

Women empowerment session: The entire worker was women that we were dealing with. After getting 2 and half months training most of them were able to work under entrepreneur. But due to projects frame we cannot take them under entrepreneur. Then we decided to do arrange this program for them. This program was done to motivate rest eighteen worker. Our intention was to make them self-motivated so that they can use their knowledge

and skills gathered from our long term and short term training session. We hire some mentor from BSCIC and one manager from a production house to conduct that session. We thought this session will enrich them to be an individual entrepreneur.



Pig and goat rearing in khabangparia village: This CAD was held in young star club, khabangpariavillage. there we got only 20 number of people who are really interested to rearing pig and goat. that session was done by MR, palashkantiChakma. We also provide some animals to youngstar club.



Youth participation

Football Match: This event seems like very ordinary type of event but it was very important for the community. We arranged a match between hillstar and young star club, which actually made all the community people cheering and minimize the communication gap between local volunteer and vso volunteer. And we



understood we need to organize that match at the last moment of project.

Cultural event: sports and cultural program is one of very efficient way to engage community. With considering that we arrange some sports, drawing competition, alphabet writing for the community children.

ACD (Action citizenship day)

Action citizenship day (ACD) was the event to participate very vigorously which are very relevant with country and community. Such as we got 8 march- international women day, 26 march-independent day of Bangladesh, 21st February-international mother language day, etc.

21st February:It was our first and also last ACD in khagrachari. That was the event that we got an experience about chakma- bangaliconfict. We try to cross out that conflict and it was snidely successful. For that consequence we planned not to organize anymore ACD to avoiding the controversial issue in community.



RECOMMENDATION

- In our project youth members participation is very important to include the local youth in the development but youth club members were not participate in every level, so it is essential to include them in every discussion.
- There should be a specific skill development activities and budget for youth club members like community integration.
- Youth club member's need to finish at least higher secondary level, so that it creates a better working environment.
- Community sometimes didn't understand why we are here so it is better to publish a Bangla journal for them where our activities, goal should be included and distribute those journal to local tea-stall, market or post into wall.
- VSO Bangladesh management sometimes shows lack of chain of command while we are in the field, so it is necessary to solve this problem.
- The ICS Entrepreneur authority should think this is kind project as a sustainable process instead of one year goal.
- Cultural knowledge should take as very important for the volunteers both national and international.
- The recruiting system of national volunteers must improve. The assessment process is not progressive enough to judge volunteers attitude towards the program and passion about development sector.
- Need a strong monitoring system so that what Partner organizations are doing, how the projects is going on after ending the cycle.
- CHT must be consider as a special type of zone for volunteerism due to its cross cultural activity and volunteers need to be very professional indeed.

CONCLUSION

VSO ICS Entrepreneur project was a boundless opportunity for me to build up myself for my future career. I have learnt a lot of things from this project. Working in cross cultural environment with UK volunteers and local community was an amazing experience. We feel respectable that we can complete cycle 2 very successfully even we have so many limitations and difficulties. We provide quality training to the worker and also entrepreneur. Besides of these we tried to improve community people's confidence and motivation so that they can use their learning and knowledge. During the placement period we monitored each and every task and duty with great concern. Ensuring project's objectives we include all youth club member, entrepreneur and also worker.

Though, we tried a lot but because of time constrains and other limitations we were very a little far from pure success. After ending this cycle we had done ourselves but there is a little doubt whether it will continue or not. As a matter of fact, development sector expose its incompetency which lead to demotivate volunteerism.

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